

<b>Position Title:</b>	Regional Liaison Midwife
<b>Campus:</b>	Grampians Health (multi campus) and Newborn Services inclusive of, East Grampians Health Services, Maryborough District Health Service
<b>Portfolio:</b>	Chief Operating Office
<b>Directorate:</b>	Hospital Services
<b>Reporting to:</b>	Director Women, Children's & Patient Services (Senior Midwifery Officer)
<b>Professional Reporting:</b>	Senior Midwifery Officer

### Appointment Terms/Conditions:

<b>Classification and Code:</b>	RN53 CAPR 5: Clinical Midwife Consultant D
<b>Enterprise Agreement:</b>	Nurses and Midwives (Victorian Public Sector) (Single Interest Employers) Enterprise Agreement

### ORGANISATIONAL INFORMATION

Grampians Health draws on its 150 years of health service delivery to provide high-quality, accessible care, close to home.

Situated across multiple campuses within Victoria's Grampians Region, our collaborative workforce comprises more than 7,000 professionals, providing compassionate care to more than half a million people who call the region home.

The region's catchment is a vast 48,500km<sup>2</sup>, offering opportunities to work in unique and diverse area's rural locations, and our organisation's values unite us in a singular vision - to be at the forefront of healthcare excellence, and to foster a healthier and thriving Grampians region.

For more information, visit [www.grampianshealth.org.au](http://www.grampianshealth.org.au).

<b>Collaboration</b>	<b>Compassion</b>	<b>Accountability</b>	<b>Respect</b>	<b>Innovation</b>
<i>We are stronger together.</i>	<i>We show that we care.</i>	<i>We do what we say and say what we do.</i>	<i>We appreciate and value all people.</i>	<i>We adapt and innovate to achieve best outcomes.</i>
Recognising and utilising strengths to share knowledge, solve problems, build relationships and deliver the best outcomes possible.	All people deserve to be treated with compassion, kindness and empathy.	Openness, honesty and transparency support us to be courageous, take responsibility for our actions and follow through on our commitments	Our actions and words reflect our commitment to a safe and fair health service for all.	Every day, we apply expertise and integrity to make responsible choices, always striving for continuous improvement.

### POSITION PURPOSE

The purpose of this position is to provide clinical midwifery leadership across Grampians regional maternity services to strengthen clinical governance, improve safety and quality of care through best practices, minimise risk, and foster a culture of continuous improvement.

## KEY ACCOUNTABILITIES

- Act as a midwifery lead overseeing, monitoring and delivering regional projects and initiatives.
- Demonstrate integrity by building trust and mutual respect with key stakeholders to facilitate a partnership approach.
- Actively ensure that the needs of patients (or women and their families) are central to each of the phases of the quality improvement initiatives.
- Facilitate capacity building and foster networking within the Grampians region to support maternity and newborn services in meeting governance requirements, enhancing education, and addressing future service development needs.
- Assist maternity and newborn services within the Grampians region to meet the service requirements outlined in the Department of Health's Capability Frameworks for Maternity and Newborn services.
- Provide support to services in applying recommendations and clinical practices established by the quarterly Grampians regional Perinatal Morbidity & Mortality (M+M) meetings to birthing and non-birthing hospitals within the region.
- Support Grampians Health (Horsham and Ballarat campuses), Maryborough District Health Service, and East Grampians Health Service with case reviews, audits, and clinical governance activities.
- Facilitate understanding of key government policy priorities and translate them into local practice, ensuring alignment with regional health objectives.
- Actively participate in and contribute to the Grampians Health Maternity Governance Committees (Horsham and Ballarat campuses), East Grampians Health Service, and Maryborough District Health Service.
- Develop and maintain collaborative relationships with professional bodies, including Safer Care Victoria and the Department of Health Maternity and Newborn Program, to advocate for and promote high-quality regional and rural maternity and newborn care.
- Ensure compliance with all Grampians Health and host site Policies and Procedures, including infection control protocols.
- Contribute to integrated risk management and quality improvement initiatives by identifying, minimising, and managing risks and recommending continuous improvement opportunities in collaboration with managers and colleagues.
- Maintain strict confidentiality regarding the affairs of Grampians Health, its patients, clients, and staff, ensuring sensitive information is only shared as required for clinical purposes or by law.
- Uphold a commitment to diversity, ensuring all individuals receive high-quality, patient-centered care regardless of their background, identity, or socio-economic status.
- Support a patient/client-centered approach to health care delivery, ensuring all services are responsive, inclusive, and of the highest standard.
- Demonstrate the core values of patient-centered care in every interaction with patients, carers, and colleagues, ensuring services align with the values, mission, and vision of Grampians Health (BHS) and the host site.
- Act as the designated midwifery 'peer' for the regional perinatal and urgent care Morbidity & Mortality (M+M) meetings as required, providing professional input and support.
- Collaborate with the regional obstetrician to achieve a sustainable, safe, and family-centered regional maternity and newborn service.
- Ensure the inclusion of Koori maternity services in all activities, promoting culturally competent and accessible care.
- Contribute to and assist with maternity and newborn workforce planning at all levels, ensuring the availability of skilled professionals to meet service needs.
- Engage with GPs providing shared care in Horsham, Maryborough, Ararat, and Ballarat, fostering collaborative relationships to enhance patient outcomes and service delivery.
- Develop and support site-specific solutions to sustain and strengthen existing birthing services in Horsham, Maryborough, Ararat, and Ballarat, ensuring the long-term viability of regional services.

## **KEY SELECTION CRITERIA**

### **Qualifications**

- A recognised qualification in midwifery, with demonstrated experience in clinical practice.
- A minimum of 5 years of midwifery experience, including recent practice in an acute maternity setting.
- Current registration as a midwife with the Australian Health Practitioner Regulation Agency (AHPRA).
- Must hold a valid Victorian driver's license.

### **Technical/Professional Knowledge and Skills**

- Demonstrated expert knowledge of the broader healthcare sector, with a comprehensive understanding of contemporary maternity and newborn care.
- Proven ability to apply critical thinking and innovative problem-solving techniques to address complex issues in maternity and newborn services.
- Expertise in promoting a culture of continuous learning, ensuring midwifery staff are supported to work confidently and competently within their full scope of practice.

### **Work Environment**

- Demonstrated capability in leading and engaging clinical teams, fostering collaboration, and driving positive outcomes in a multidisciplinary environment.
- Proven ability to work autonomously within a complex healthcare environment, managing multiple stakeholders effectively.
- Skilled in facilitating communication and collaboration across key stakeholders within the Grampians region, DHHS, Safer Care Victoria, and other relevant agencies to ensure alignment and coordinated efforts.

### **Personal attributes**

- Exceptional verbal and written communication skills, enabling clear, effective, and professional interactions with stakeholders at all levels.
- Strong leadership qualities, with a commitment to fostering a collaborative, supportive, and high-performance work culture.

## **ORGANISATIONAL REQUIREMENTS**

- Grampians Health is committed to a consumer centred approach in the provision of health care and services, consistent with our values, purpose and vision. It is expected that team members demonstrate the core values of consumer centred care in every interaction.
- All team members of Grampians Health are responsible for supporting the safety, participation, wellbeing and empowerment of children. Quality care is a strategic and operational priority at Grampians Health, achieved through our Governance Framework.
- Participation in the GH integrated quality improvement and risk management systems by being aware of responsibilities to identify, minimise and manage risks and identifying opportunities for continuous improvement in your workplace through communication and consultation with managers and colleagues.
- You must ensure that the affairs of Grampians Health, its patients, clients and staff remain strictly confidential and are not divulged to any third party except where required for clinical reasons or by law. Such confidentiality shall extend to the commercial and financial interests and activities of GH.
- All team members must adhere to infection control policies and procedures, together with any State and/or Commonwealth Government Covid19 rules, protocols and orders.

- In accordance with current legislation and organisational policy, employees must be willing to undertake and maintain a police check, working with children check and where necessary an NDIS Worker screening check. Ongoing employment will be dependent on the provision of satisfactory checks.

## **OTHER RELEVANT INFORMATION**

- At Grampians Health we recognise and respect diversity. Each person has a right to high-quality health care and opportunities regardless of diversity factors which might include aspects such as cultural, ethnic, linguistic, religious background, gender, sexual orientation, age, and socioeconomic status. Inclusiveness improves our service to our community and promotes engagement amongst Grampians Health employees.
- All Grampians Health employees are required to take reasonable care of their own health and safety in the workplace as well as take reasonable care for the health and safety of others who may be affected their acts or omissions. Persons with delegated management functions have an additional duty to provide and maintain a working environment that is safe and free of risks to health, so far as is reasonably practicable in areas where they have management or control. All employees have a duty to report issues they cannot rectify, follow all existing Grampians Health policies and protocols relating to health, safety, wellbeing and injury management and cooperate with any action taken by Grampians Health to comply with the OHS Act or Regulations.
- Statements included in this Position Description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all inclusive. Management may alter this Position Description if and when the need arises. Any such changes will be made in consultation with the affected employee(s).
- An annual performance review will occur with your Manager. Your performance review is intended to be a positive discussion, outlining the key roles and responsibilities outlined in this Position Description. The performance review discussion provides an opportunity to clarify your role, revise key performance activities and identify any objectives or goals for the year ahead.